

# Collaborative Preliminary Strategies for 2015-18 Strategic Plan

**Directions:** Strategies listed first for each goal are taken from our most recent strategic plan. The remaining strategies for each goal are derived from the group activity during our September 4<sup>th</sup> meeting. For **each goal**, compare and contrast the two sets of strategies to recommend a condensed list to be included in the 2015-18 strategic plan. Be prepared to share with the whole group.

**Identify items that are quick fixes.**

## **Goal 1: Offer beginning teachers continuing support and professional development.**

### **Strategies**

1. To provide an opportunity for beginning teachers to attend the annual New Teacher Fall Conference [see G1-S10]
2. To provide an opportunity for beginning teachers to attend the annual New Teacher Spring Conference [see G1-S10]
3. To provide support coaches for an additional level of support, including monthly "Teacher Talk" sessions, for beginning teachers.
4. To provide each first year beginning teacher with a Beginning Teacher Welcome Packet (Key Flash Drive) [Update 2015-16]
5. To develop recommendations for assisting beginning teachers with professional growth related to the new teacher evaluation process. [see G1-S6] [PDPs?]
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6. Canvassing the BTs for needs (create a survey) and schedule professional development/resources to support [see G1-S5]
7. Monthly or quarterly newsletter [see G4-S3]- strategy of the month that matches their period of need. [committee?]
8. Summer Retreat
9. Facebook page for BTs [see G4-S1 & S5]
10. Drive in Conference and Spring Conference [see G1-S1 & S2]
11. Joint county monthly meetings to help BTs network
12. Link school and county website directly to NE Collaborative Beginning Teacher Support Plan [LEAs?] Updated necollaborative sites 9/11/15.
13. Continue with Edutopia

## **Goal 2: Facilitate the planning of effective induction programs for beginning teachers.**

### **Strategies**

1. To provide participating school systems networking opportunities to plan effective induction programs for beginning teachers with relevant preparation for the first day/first year of teaching.
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2. During New Teacher Orientation, utilize the TCP004 to guide the orientation
3. Collaborate on PD opportunities that may assist with cost, etc.
4. Make it grade specific to meet their needs- breakout sessions. (clarify "it")
5. Multi district Orientation- general session with break out Are these to be combined?
6. Pool resources together- monetary and human (# 5 & #6) -- probably a major project
7. Share BT plans with collaborative reps
8. Provide something other than Harry Wong with classroom management before they go into the classroom.

**Goal 3: Facilitate the development of support skills of veteran teachers and administrators who work with new teachers.**

**Strategies**

1. To administer surveys to veteran teachers and administrators who work with new teachers to determine areas of support needed.
  2. To develop recommendations for how principals can apply practices addressed in their evaluation process that supports the development of beginning teachers.
  3. To collaborate with other organizations with common goals, to maximize opportunities for building support skills of veteran teachers and administrators.
  4. To periodically sponsor update training sessions for veteran teachers and administrators (i.e., Saturday Drive-In Workshops, Sessions at New Teacher Conference)
  5. To facilitate the training of career teachers as mentors.
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6. Provide purposeful planning of schedules to allow for proximity and access to new teachers (schedules that can support the BT)
  7. Partner with IHEs for training to work with new teachers - similar to a clinical teacher program.
  8. Specified PD on supporting new teacher for Principals
  9. Mentor training
  10. Providing professional development opportunities online.

**Goal 4: Enhance communications among our stakeholders.**

**Strategies**

1. To enhance the Collaborative web site by providing additional communication links for stakeholders. [see G1-S9]
  2. To share successful practices between member LEAs.
  3. To publish a periodic newsletter highlighting Collaborative activities. [see G1-S7]
  4. To provide orientation sessions for special groups sponsored by the Collaborative (i.e., Support Coaches)
  5. To utilize Web 2.0 tools to enhance effective operations and communication networks among stakeholders. [see G1-S9]
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6. Schedule a meeting of all stakeholders to give them an update and opportunity to share ideas and concerns
  7. Continue support by updating a google doc or creating a website
  8. Community in Schools director can provide additional support
  9. Make all formats on one site - user friendly- easy to access
  10. Create a Google site
  11. Webpage
  12. Districts have Collaborative Links
  13. Links for resources on webpages
  14. Increase the availability of information
  15. BOE presentations and approved plan
  16. Administrative Staffing
  17. Continue the same excellent communication.

**Goal 5: Monitor and evaluate the Collaborative's effectiveness.**

**Strategies**

1. To create tools and/or procedures to effectively evaluate the implementation of each component of this comprehensive strategic plan.
  2. To create surveys, rubrics, feedback responses, reflection forms, etc.
  3. To identify a target group of BTs in each LEA in the Collaborative and follow the target group's professional development -- focus interviews, telephone interviews, etc
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4. Surveys to provide feedback...Google doc to arrange information
  5. Online surveys- free Google Forms
  6. Surveys are good
  7. Formal and informal information (teacher turnover, TWCS)
  8. Continue with feedback format to reflect on and make changes as needed.